

**PART-TIME/TEMPORARY
HEALTH BENEFITS ELIGIBILITY
FREQUENTLY ASKED QUESTIONS**

Effective July 1, the State contribution toward employee medical and dental coverages for part-time and/or temporary employees will be based on the hours they are regularly scheduled to work each week. This FAQ document provides some additional information regarding this change.

- **Why is my benefits eligibility changing?**
 - In an effort to remain fiscally responsible to Idaho's taxpayers, a review of State contributions to healthcare benefits was completed keeping in mind that the State's target position would be to remain in the top 25% of employer benefit packages and offer competitive salaries to employees. The change in the contribution made toward benefits brings the State in line with other major employers.
- **How did this change come about?**
 - The Part-Time/Temporary Benefits Review Task Force, consisting of members from more than ten state agencies, met frequently to create viable options. These options include increasing the minimum number of hours per week required for healthcare benefit eligibility and creating multi-level, banded options based on the hours worked per week.
- **How many employees will this affect?**
 - A total of **1698** part-time and temporary employees were identified in June 2008. These employees work less than 40 hours a week and/or 9 months a year and are eligible for benefits and are employed in only one position for one agency.
- **Will I lose coverage once the change takes place?**
 - Those currently working 36 – 40 hours will see no change in the state paid portion of their benefits or increase in the percentage of premium that they contribute. All others working below 36 hours per week will be effected and will see an increase in their monthly premium contributions.
- **Will my dependants still be covered?**
 - Coverage for eligible dependents will still be available under the "banded" options.
- **Do I have to do any paperwork?**
 - All payroll coding will be done by each agency's Human Resource and payroll designees. Employees that fall within the category of part-time and temporary will be notified and their premiums will increase.

- **How do I know what my new rate will be?**
 - Rates will depend on the hours you are regularly scheduled work and the medical plan in which you are enrolled and the number of dependents you cover. This also applies to the dental plan.
- **Where can I get information on the available plans?**
 - Information regarding plan rates effective July 1, as well as any plan changes will be provided in Open Enrollment communications that will be posted to our website
- **Will a grace period be offered when switching from one plan to another?**
 - No. All changes will be effective July 1.
- **When will I see the change on my payroll?**
 - You will see your premium rates change beginning on your November 13 pay check. One half of the premium amount will be withheld on the first and second pay dates each month for the following month's coverage.